Presentation to Marine Corps G-1 Conference

3 February 2004

Defense Integrated Military Human Resources System
for Personnel and Pay

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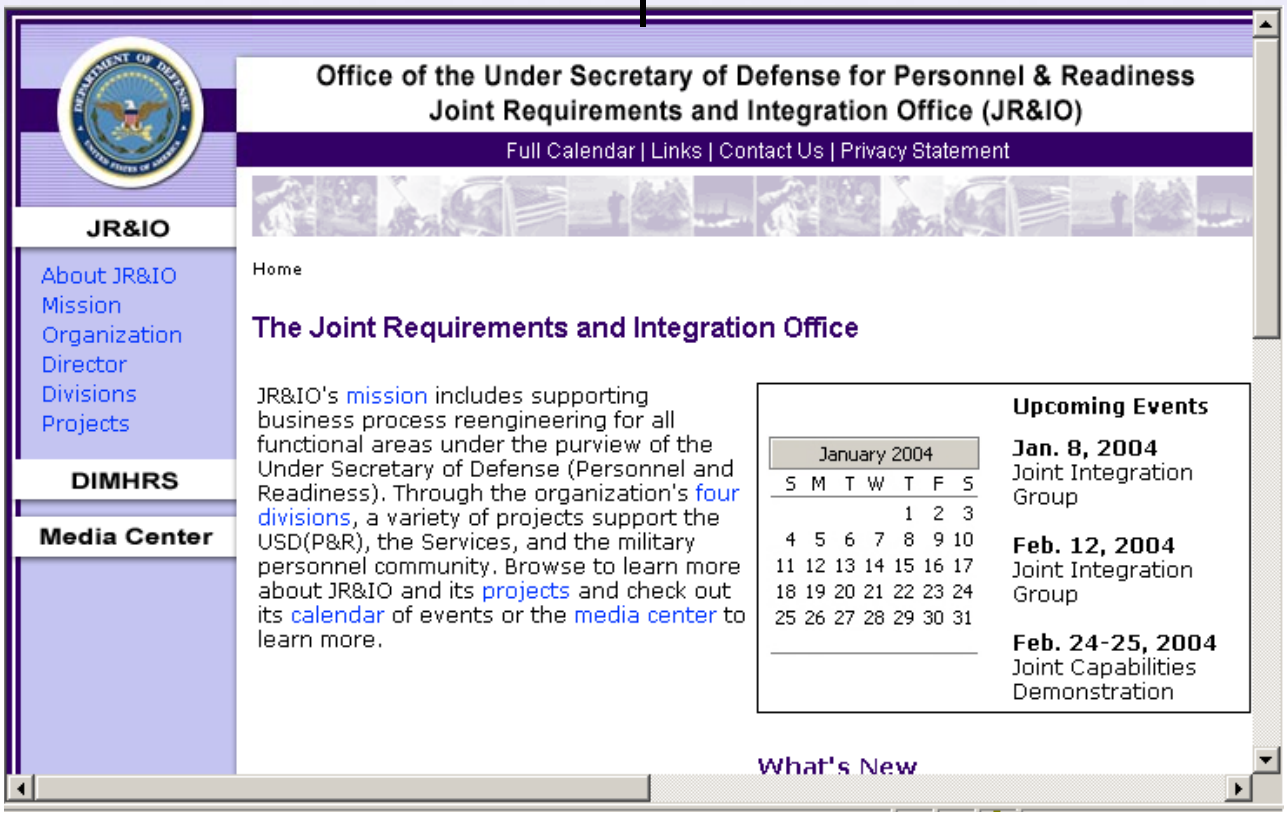
Office of the Under Secretary of Defense for Personnel & Readiness
Joint Requirements and Integration Office (JR&IO)
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JR&IO
About JR&IO
Mission
Organization
Director
Divisions
Projects
DIMHRS
Media Center
Home
The Joint Requirements and Integration Office
JR&IO's mission includes supporting business process reengineering for all functional areas under the purview of the Under Secretary of Defense (Personnel and Readiness). Through the organization's four divisions, a variety of projects support the USD(P&R), the Services, and the military personnel community. Browse to learn more about JR&IO and its projects and check out its calendar of events or the media center to learn more.
January 2004
S M T W T F S
1 2 3
4 5 6 7 8 9 10
11 12 13 14 15 16 17
18 19 20 21 22 23 24
25 26 27 28 29 30 31
Upcoming Events
Jan. 8, 2004
Joint Integration Group
Feb. 12, 2004
Joint Integration Group
Feb. 24-25, 2004
Joint Capabilities Demonstration
What's New

Objectives of Military IM Program

- Transform Military Human Resources Management
- Provide Support to the War Fighter
- Support and Implement Business Modernization Management Program (BMMP)
- Replace Inefficient (in some cases, failing) systems
  - Current systems cannot support transformation objectives
  - Key personnel and pay systems are in or near failure
  - Interfacing (nonintegrated) systems require extensive reconciliation, adjudication, and manual work arounds
  - Potential compromise of classified information

DoD Lessons Learned

- Support and Patience from Senior Leadership
  - Involvement of senior civilian staff is essential for continuity
  - Transformation takes time; an overly aggressive schedule can lead to failure
- Committed and Continuous Involvement of Functional Leadership
  - Active involvement from identification of the problem, thru documentation of the requirements, to development, testing, and fielding of the system
- Close Monitoring and Control of Requirements
  - Requirements creep affects program cost and performance
  - Tendency to revert to “As-Is” processes undermines BPR
- Quick Wins
  - Find those opportunities for quick wins and capitalize on them

DoD Lessons Learned

- Business Rules
  - Business rules must be understood to be successfully implemented
- Data
  - Common data is essential
  - Data migration is challenging
- Commitment from the Services and Defense Agencies
  - Successful transformation requires serious commitment from all involved
- Change Management
  - Services and Defense Agencies must be willing to make changes in processes and adopt the COTS product when doing so does not adversely affect mission, efficiency, or Service Members

Military Human Resource Life Cycle

MOBILIZE DEPLOY REDEPLOY MOBILIZE DEPLOY REDEPLOY

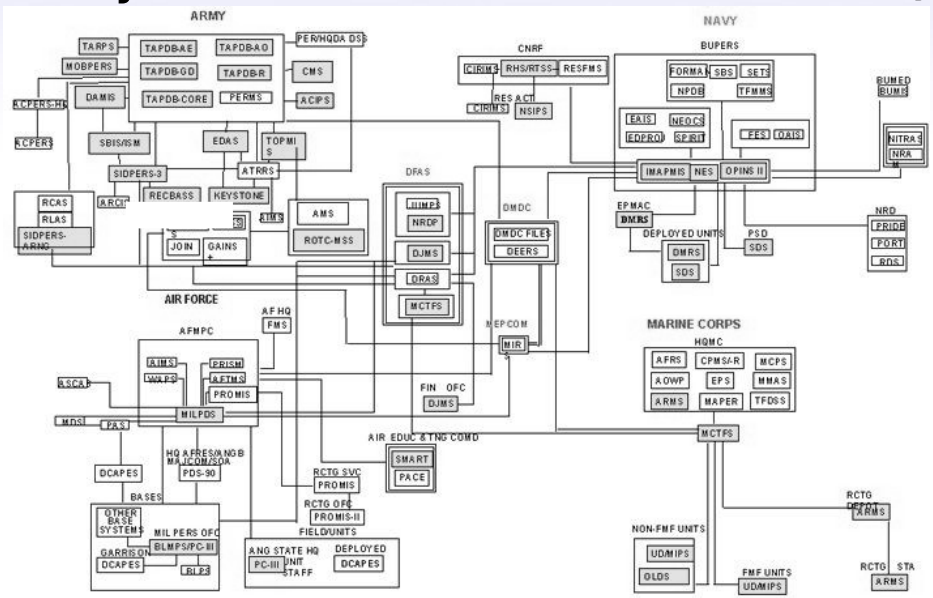
MOBILIZE DEPLOY REDEPLOY MOBILIZE DEPLOY REDEPLOY

DIMHRS ...transforming Military Personnel

DIMHRS… transforms military personnel and pay management through …

Army

Navy



Air Force

Marine Corps

DIMHRS

Integrated Personnel & Pay

A single capability ensuring accuracy, timeliness and accountability for all components of the Army, Navy, Air Force and Marine Corps

DIMHRS Supports the Secretary of Defense's Top '10' FY04 Priorities

1. Successfully Pursue the Global War on Terrorism
2. Strengthen Joint Warfighting Capabilities
3. Transform the Joint Force
4. Optimize Intelligence Capabilities
5. ***Improve Force Manning (Develop 21st century human resource approach)***
6. New Concepts for Global Engagement
7. Counter the proliferation of WMD
8. Homeland Security
9. ***Streamline DoD Processes***
10. ***Improve Interagency Process, Focus and Integration***

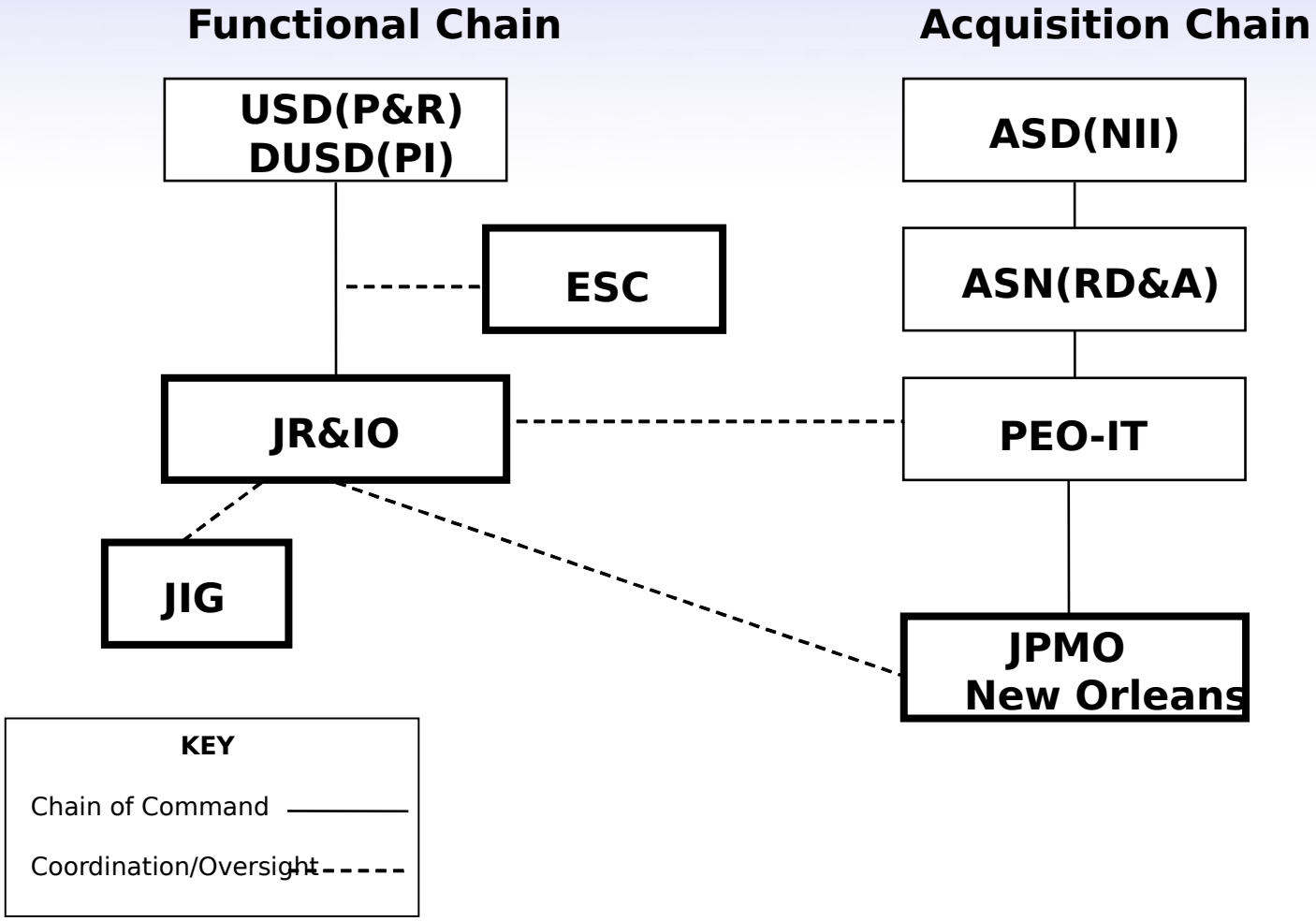
DIMHRS Transformation Goals

- Providing better service to the military and and their families
- Ensuring the best use of human resources
- Putting the right person in the right place at the right time
- Providing timely and accurate information to authorized users
- Ensuring visibility and accountability of our military personnel to authorized users

Elements of Transformation

- Integration of Personnel and Pay - Systems and Customer Service
- Integration of Active, Reserve and Guard Processes - Systems and Operations
- Single Comprehensive Record of Service
- Cross-Service and Member Self-Service Support
- Accurate Tracking of Personnel and Family Members
- Full Competency and Skill Information Access
- Common Business Rules and Data
- Inter Agency Support (especially VA)

JR&IO/JPMO Relationship



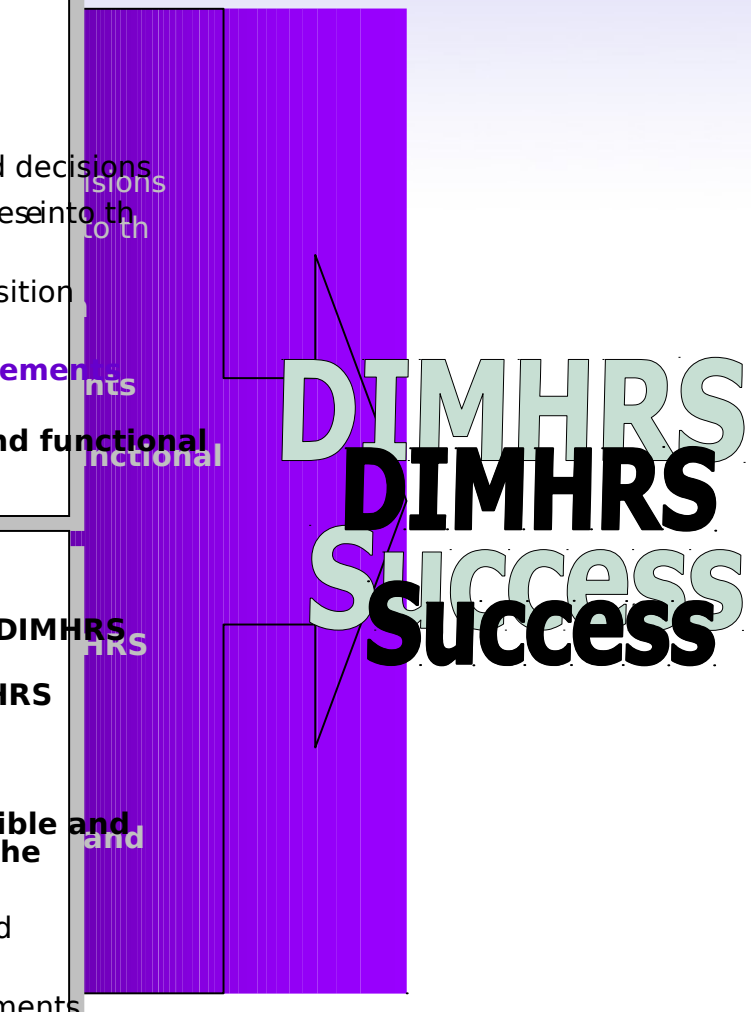
Functional and Acquisition Governance Responsibilities

Functional Governance

- **The JR&IO supports the DUSD(PI) by:**
  - Working with the stakeholders to identify issues and requirements
  - Managing and documenting all functional issues and decisions
  - Incorporating functional policy decisions and priorities into the program
  - Providing day-to-day functional guidance to the acquisition team
  - **Providing a single source for functional requirements**
- **The Executive Steering Committee provides policy and functional advice for the program**

Acquisition Governance

- **The ASD(NII) is the Milestone Decision Authority for DIMHRS**
- **The ASN(RD&A) is the Acquisition Executive for DIMHRS**
- **The PEO(IT) is assigned acquisition responsibility**
- **The JPMO is the single acquisition executive responsible and accountable for managing the program and acquiring the capabilities:**
  - Responsible to the PEO(IT) for cost, performance and schedule
  - Responsible to JR&IO for meeting functional requirements



Business Areas

BA No.	BA Name	BA No.	BA Name
01/14	Hire/Re-Hire Officer	10	Administer Training/Careers
02/12	Assignments	11	Transfer
03	Compensation	13	Promotion/Demotion
04/15	Hire/Re-Hire Officer	16	Retirement
05	Termination	17	Duty Status
06	Family Status Change	18	Retirement Points Accounting
07	Leave Accrual	19	Disciplinary Actions
08	Contracts	20	Monitor Health/Safety
09	Records Correction	21	Honors/Awards

Issue Resolution Process

- Issues may be raised at any level
- All issues are reviewed/discussed at JIG
- ESC endorsement of all resolutions sought
- Issue:
  - Any change to DoD or Service process
  - Any modification to COTS
- COTS Modification:
  - Mission essential
  - Efficiency
  - Impact on Service member
- Service specific requirements:
  - Mission essential
  - Efficiency
  - Impact on Service member
- Issue Resolution Process document available

Functional Change Management

- Conduct Focus Groups
  - Demonstrate PeopleSoft and DIMHRS capabilities
  - Facilitate Service feedback on selected topics
  - Define DIMHRS operational functional requirements
    - Access Hierarchy
    - Roles & Permissions
    - Workflow
    - Disconnected Operations
    - Cross-Service Support
- Collaborate with JPMO and Services to facilitate change and provide forums for feedback
- Develop, coordinate, and present DIMHRS briefings
- Develop media to facilitate change

Joint Capabilities Demonstration

- Dates: 24-25 Feb 04; 2-3 Mar 04
- Audience: Services/DFAS/OSD and Joint Staff/JPMO
- Location: JR&IO Main Conference Room
- Objectives:
  - Demonstrate how DIMHRS use cases connect in several end-to-end processes within a JTF scenario
  - Demonstrate that functional requirements are fully defined
  - Demonstrate PeopleSoft capabilities, to include workflow and workforce analytics
  - Provide attendees with a “hands-on” experience with the PeopleSoft 8.8 application

DIMHRS Update

- Obtained Milestone B approval May 03
- Received OSD(COMPTR) BMMP certification May 03
- Selected Northrop-Grumman as Developer/Implementer Sep 03
- Delivered Baseline Version 1 of functional requirements to JPMO Oct 03
  - Hosted Focus Groups for Accessions, Transition, and Sustainment Functional Areas
  - Hosted Focus Groups on Access Hierarchy, Roles & Permissions, Workflow, Reporting Capabilities, and Disconnected Operations
- Working with JPMO to resolve points of clarification based upon delivered baseline
  - Will result in Baseline Version 2 of functional requirements NLT Mar 04
  - All future Change Requests will require Functional Requirements Review Board (FRRB) and Configuration Control Board (CCB) action
- Presented Preliminary Design Review Jan 04 (JPMO)
- Scheduled the first of four Critical Design Reviews for Mar 04 (JPMO)
- Updating ORD for Milestone C approval
- Planning Joint Capabilities Demonstration in Feb-Mar 04